

**PROCEEDINGS OF THE BROWN COUNTY
EXECUTIVE COMMITTEE**

Pursuant to Section 18.94 Wis. Stats., a regular meeting of the **Brown County Executive Committee** was held on Monday, April 6, 2015 in Room 200 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

Present: Chair Lund, Supervisors Patrick Moynihan, John Van Dyck, Patrick Evans, Bernie Erickson, Patrick Buckley and Steven Fewell

Excused:

Also Present:

Troy Streckenbach (*County Executive*)
Sandy Juno (*County Clerk*)
Paul Zeller (*County Treasurer*)
John Vander Leest (*Clerk of Courts*)
Cathy Williquette (*Register of Deeds*)
Chad Weininger (*Director of Administration*)
Dan Process (*Internal Auditor*)
Erik Pritzl (*Director of Human Services*)
Beth Lemke (*Museum Director*)
Paul Gazdik (*Director – Emergency Management*)
Warren Kraft (*Director of Human Resources*)
Tom Smith (*Human Resources – Sr. Analyst*)
Todd VanDenHeuvel (*Human Resources – Analyst*)
Christina Connell (*Human Resources – Analyst*)

Paul Fontechhio (*Public Works – Engineer*)
Brandy Younger (*Public Works – Business Manager*)
Chua Xiong (*Health Director*)
Maria Lasecki (*Child Support Director*)
Jenny Hoffman (*Human Services – Economic Support Administrator*)
Sue Davis (*Technology Services – Network Support*)
Scott Witt (*Technology Services – Network Support*)
Carrie Brofka (*Technology Services*)
Rob Hampton (*Technology Services – Programmer*)
Lisa Corbeille (*Wipfli Consultant*)
Julia Johnson (*Wipfli Consultant*)
and other interested parties

1. Call meeting to order.

The meeting was called to order by Chair Tom Lund at 5:30pm.

2. Approve/modify agenda.

Discussion to amend the agenda to move item 19 to after 12 and to call it 12a.

Motion made by Supervisor Moynihan, seconded by Supervisor Evans to approve the agenda as amended. Vote taken. MOTION CARRIED UNANIMOUSLY.

3. Approve/Modify Minutes of March 9, 2015.

Motion made by Supervisor Evans, seconded by Supervisor Erickson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY.

Comments from the Public

None

Vacant Budgeted Positions (Request to Fill)

1. **Administration – Purchasing Manager (Vacated 4/17/15).**
2. **Child Support – Child Support Specialist – Enforcement (Vacated 4/29/15).**
3. **County Clerk – Deputy Clerk (Vacated 4/30/15).**
4. **Health – Public Health Nurse (Vacated 3/24/15).**
5. **Human Resources – Human Resources Analyst (Vacated 4/20/15).**
6. **Human Services – Account Clerk II (Vacated 4/2/15).**
7. **Human Services (CTC – Clinical Social Worker (Vacated 4/1/15).**
8. **Human Services – Economic Support Specialist (Vacated 4/1/15).**
9. **Human Services (CTC) – Hospital & Nursing Home Administrator (Vacated 3/12/15).**

10. **Public Works – Facilities – Facility Worker (Vacated 4/12/15).**
11. **Public Works – Highway – Highway Crew (Vacated 3/18/15).**
12. **Treasurer – Financial Specialist (Vacated 3/17/15).**

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to suspend the rules and take items 1-12 together. Vote taken. MOTION CARRIED UNANIMOUSLY.

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to approve items 1-12. Vote taken. MOTION CARRIED UNANIMOUSLY.

12A. Resolution re: Brown County Classification Salary Range.

Chad Weininger presented with Tom Smith, Lisa Corbeille and Julia Johnson. They presented a base overview of the Brown County Compensation Plan. Corbeille said that there was a significant amount of time and effort spent to bring this presentation to them tonight. The team provided a handout of the PowerPoint presentation and read much of the information from the provided handout.

The project presentation explored the following topics:

- Objectives of a Compensation Plan
- Plan Design Process
 - Internal Equity Analysis
 - External Market Analysis
 - Brown County Salary Structure Development
 - Comparative Ratio Analysis
- Steps After Salary Structure is Approved

Supervisor Erickson had a question on the percentages compa-ratio for pay grades 1-11 & 12-23. He was curious if those percentages were for the private sector. Corbeille said no that it was Brown County employees.

Weininger explained the range by saying that the percentage was based on the midpoint value. Therefore, employees in pay grades 1-11 tend to be paid under the midpoint pay, while employees in the 12-23 pay grades are paid slightly more than the midpoint pay.

Supervisor Lund asked if all positions were compared to the private sector since not all positions can be found in the private sector. Weininger replied that that was true.

Weininger began his presentation by showing the position breakdown and where it falls on the market pay range. The administration department is asking the board to go to a wage range instead of steps. The current system requires the board to approve a table reorganization. With this new system there will be no salary adjustments or title changes or job changes. If approved, administration would like to allow employees two months to review their job descriptions and make sure that they fall in the right classification.

Weininger believes that the review process should take them up to the start of budget time where they can make adjustments to peoples pay and titles. They will know how many people are actually below the minimum and how many are above the maximum. The folks that fall below minimum would take about \$16,000 to correct.

Weininger talked about the prospect of setting up a matrix that would handle wage increases that would allow people to get to the market value faster. Warren Kraft of Human Resources is very familiar with the matrix system.

Supervisor Erickson asked if the measure gets approved, would administration sit down with each department to evaluate an employee's position in regards to the market value and make a determination about how many dollars that department would get in regards to the budget. Weininger said no. Supervisor Erickson followed up by asking if the county would just block grant funds to a department and the department would determine how the money is apportioned. Weininger said yes, but there are two parts. The first is that all employees are in the right classification, and second is does the department want to create a matrix or continue on a pay for performance model. In some circumstances, they would have money allocated to a specific employee and then see where they fall in matrix. No matter what, Weininger said additional discussion is needed.

Supervisor Evans wasn't clear on what was being approved. Weininger said they were asking to go from a step system to a wage range system. Troy Streckenbach said that the committee would also be approving a new evaluation structure. Supervisor Evans said that that wasn't included in the resolution. Weininger disagreed with Streckenbach saying that they aren't asking to approve that.

Weininger asked if Tom Smith had anything to add. Smith said that the wage range system would place everybody in one compensation plan. They are still paying a lot of people under the old contractual pay scales.

Supervisor Evans has a problem with the administrative team's explanation and how the resolution is written. It seems to him like the board of supervisors is giving the administrative team a carte blanche if they approve this resolution.

Supervisor Lund attempted to clarify.

Supervisor Buckley asked if Weininger has an example of how this would work. Weininger said that a person would be brought in a range rather than a step. Described a situation where a sheriff deputy would be hired. Supervisor Buckley asked what the difference is from the current system. Weininger said the wage range allows them to hire a person at any wage rather than a specific amount.

Supervisor Evans feels this circumvents the county board and committee process. Supervisor Lund asked Weininger asked what goes to the county board currently. Weininger said anyone above a step seven.

Supervisor Buckley asked if two people for the same position could be brought in at different wages in the wage range scenario. Tom Smith responded that it is possible, but for a person to have a higher wage, they would have to be justified to receive it. Weininger said that it's possible now under the step program.

Supervisor Evans said he has additional questions. He hears a lot of things he's not reading, and he wants to absorb this more. Weininger said that he is willing to sit down with any supervisor.

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to approve the Brown County Classification Salary Range. Vote taken. MOTION PASSES 5-2.

Ayes – Supervisors Lund, Moynihan, Van Dyck, Erickson, Fewell

Nays – Supervisor Evans, Buckley

Communications

13. **Communication from Supervisor Van Dyck re: Modify the appropriate County Ordinance or Code regarding appointments to the Library Board and the Neville Museum Governing Board so at least one County Board Member, who is on the Ed & Rec Committee is appointed to these boards co-terminus. Motion at March meeting: To have Corporation Counsel draft an ordinance change and bring back to this Committee next month.**

Motion made by Supervisor Moynihan, seconded by Supervisor Van Dyck to Receive and Place on File. Vote taken. MOTION CARRIED UNANIMOUSLY.

13a. Ordinance to Amend Section 3.09 Brown County Library Board.

Supervisor Evans said that he is not in favor of this. He does not see the need to have an oversight committee member on their subsidiary boards. He gave the example of the Human Services Board and how Supervisor Lund sits on the board, but not on the Human Services committee.

Supervisor Van Dyck clarified that the ordinance change is not precluding other supervisors from serving on a board. It is making it so that at least one (1) position is a supervisor who is co-terminus on the oversight committee. Supervisor Evans asked why that was necessary. Supervisor Van Dyck said it's important for continuity and budget knowledge between the board and the oversight committee.

Supervisor Buckley said he agrees with Supervisor Van Dyck especially with regards to the museum and the library which at times can be controversial.

Supervisor Erickson said this started with changes at the Neville board's governance. He said that the Neville requested that a member of the committee serve on the governing board. He said that a board's minutes can't replace a person who was there. He added that he doesn't know if it needs to be an appointed position, but there should be an observation position.

Supervisor Fewell said that he serves on committees and wouldn't mind serving on other committees too as he would guess would other supervisors. He understands the limited ability to serve on other committees though, and the ability to serve one the best if on multiple. Supervisor Fewell added that there are some supervisors that just don't have the vast education and experience that Supervisor Evans and he share. When they get down to it it's up to the county executive to appoint committee members, and he doesn't feel that it's necessary to change. If they decide do it for one committee they should do it for all.

Supervisor Buckley said it's foolish and ignorant for anyone to think that these subcommittees are all equal. The Library Board is much different than most others in that they have some autonomy. He reminded the committee that this is the very problem that many supervisors cried about during the prior budget process.

Motion made by Supervisor Van Dyck, seconded by Supervisor Moynihan to approve. Vote taken. MOTION PASSES 5-2.

Aye – Supervisors Lund, Moynihan, Erickson, Van Dyck, Buckley

Nay – Supervisors Fewell, Evans

13b. Ordinance to Amend Section 3.21 Brown County Neville Museum Governing Board.

Motion made by Supervisor Buckley, seconded by Supervisor Moynihan to approve. Vote taken. MOTION PASSES 5-2.

Aye – Supervisors Lund, Moynihan, Erickson, Van Dyck, Buckley

Nay – Supervisors Fewell, Evans

Legal Bills

14. Review and Possible Action on Legal Bills to be paid.

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to pay the bills. Vote taken.
MOTION CARRIED UNANIMOUSLY.

Reports

15. County Executive Report.

Troy Streckenbach reported. He mentioned that they have been working on the compensation plan that was earlier presented for a long time. He said that it is a strategic plan for the county to move forward into the future. He reminded the committee that at the end of the day the supervisors are in total control regarding pay and compensation as they still determine the budget.

With his upcoming election, he thanked the committee for the last four years. He mentioned upcoming challenges that the county will be tackling. He is looking forward to working with the committee and supervisors regarding the budget.

Supervisor Evans said he received an email regarding Al Klimek and wanted to verify that Mr. Klimek was no longer working for the county. Streckenbach confirmed that Mr. Klimek was no longer an employee of Brown County. Supervisor Evans wanted to know how Mr. Klimek was getting detailed information about what was happening in the county's Medical Examiner (ME) Office. Streckenbach said that they don't know how he knows what he knows. Streckenbach said an investigation was ongoing and results would be forthcoming. Supervisor Evans wants it on the record that constituents are asking about this.

Supervisor Evans requested that the investigation report be brought back to this committee. Supervisor Buckley said it would go to the Public Safety committee. Supervisor Evans said he wants it to come to the Executive Committee as well. Supervisor Lund said that it would be a closed session as it would involve employee confidentiality.

Supervisor Erickson asked about the wage class and compensation program and wanted to make sure that the one that was approved is the one the county is going to go with. Streckenbach said yes.

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to Receive and Place on File. Vote taken. MOTION CARRIED UNANIMOUSLY.

16. Internal Auditor Report.

a) December 31, 2014 Budget Status Financial Report – Board of Supervisors & Veterans' Recognition Subcommittee.

Dan Process presented. The county is right on target.

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to Receive and Place on File. Vote taken. MOTION CARRIED UNANIMOUSLY.

b) January 31, 2015 Budget Status Report – Board of Supervisors

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to Receive and Place on File. Vote taken. MOTION CARRIED UNANIMOUSLY.

c) February 28, 2015 Budget Status Report – Board of Supervisors.

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to Receive and Place on File. Vote taken. MOTION CARRIED UNANIMOUSLY.

d) Quarterly Status Update.

Process said there was some question on the collection of fourth quarter status reports. He said that there might not be any value to that information as it would not help now.

Motion made by Supervisor Erickson, seconded by Supervisor Buckley to disregard preparation of fourth quarter budget report. Vote taken. MOTION CARRIED UNANIMOUSLY.

17. Human Resources Report.

Warren Kraft presented. As it relates to the Executive Committee, Human Resources have begun meetings with their insurance consultant M3 to start working on the 2016 projections.

Supervisor Lund asked how long it would take. Kraft thought that it would take them a month.

Motion made by Supervisor Erickson, seconded by Supervisor Buckley to Receive and Place on File. Vote taken. MOTION CARRIED UNANIMOUSLY.

Resolutions, Ordinances

- 18. Initial Resolutions Authorizing the Issuance of not to Exceed \$7,575,000 General Obligation Corporate Purpose Bonds of Brown County, Wisconsin in One or More Series at One or More Times.**

Chad Weininger presented. He said this went before both the Public Safety committee and Planning, Development & Transportation committee and was approved. One of the bonds issuance is for \$5.3 million and the second is for \$2.2 million.

Supervisor Buckley informed the committee that he was against more roundabouts.

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to approve. Vote taken. MOTION PASSES. 6-1

Ayes – Supervisors Lund, Buckley, Van Dyck, Moynihan, Evans, Fewell

Nay – Supervisor Buckley

- ~~19. Resolution re: Brown County Classification Salary Range.~~
*Modified by committee to be item 12a***

- 20. Resolution re: Change in Table of Organization for the Land and Water Conservation Department (Agronomist Technician).**

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to approve. Vote taken. MOTION CARRIED UNANIMOUSLY.

- 21. Resolution re: Change in Table of Organization for the Human Services Department Social Services Aide I.**

Motion made by Supervisor Evans, seconded by Supervisor Moynihan to approve. Vote taken. MOTION CARRIED UNANIMOUSLY.

22. Resolution re: Change in Table of Organization for U.W. Extension Agriculture Student Assistant LTE.

Motion made by Supervisor Erickson, seconded by Supervisor Van Dyck to approve. Vote taken. MOTION CARRIED UNANIMOUSLY.

23. Resolution re: Reclassification of the Account Clerk I Position in the County Clerk Table of Organization.

Motion made by Supervisor Moynihan, seconded by Supervisor Fewell to approve. Vote taken. MOTION CARRIED UNANIMOUSLY.

- 23a. Resolution re: 2014 Balanced Budget Adjustment.

Motion made by Supervisor Evans, seconded by Supervisor Moynihan to approve. Vote taken. MOTION CARRIED UNANIMOUSLY.

Treasurer's Request:

24. General Discussion of County Code Chapter 3, Section 3.06, Page 3(5) Item #5.

Paul Zeller presented. He wanted to ask the committee for some clarification on the ordinance. The ordinance as is written says that the Administration Committee is the oversight committee for the Tax Deed properties. In 1977, the County Board moved that the Administration Committee oversee the Tax Deed properties, but the current code states that the Executive Committee oversees the Tax Deed property sale.

The reason this is important is timing. To get Tax Deed properties on the market in an open, transparent, and timely fashion can be difficult under the current structure. He said that right now they are selling the properties that should have been sold in 2014 by the Treasurer's office. Supervisor Lund asked why the properties weren't sold last year. Zeller responded that it was due to the interim treasurer situation.

When Zeller arrived the county had an inventory of properties and the difficulty arises in that over the winter sidewalks need to be shoveled and homes need to be heated as they are the counties responsibility and the Treasurer's office is incurring these expenses.

There will be a new group of properties coming to the Treasurer's office on April 24. There are 82 properties that are being brought to the circuit court. Zeller says that that is a fair number of properties that the Treasurer's office will now be responsible for.

Zeller asked the committee to change the current rule so that the policies are in agreement. Supervisor Lund said that that makes sense.

Supervisor Erickson asked which committee Zeller wants to be in control. Zeller said that if the Executive Committee is used then they could transfer deeds more quickly. If they decided on the Administration Committee he would have to request a special meeting of the Admin Committee prior to County Board if the date of auction closes after the Admin Committee meets. He added that he hopes that situation would only happen once a year.

Zeller went on to say that there are two state statutes that are also not helping.

Motion made by Supervisor Fewell, seconded by Supervisor Moynihan to Receive and Place on File. No Action Taken. MOTION DIES.

Supervisor Van Dyck said he doesn't quite understand the timing issue, and he wants to be clear on what needs to be changed. Supervisor Erickson said the code says it is supposed to go to Admin. Supervisor Van

Dyck asked for where and they found that it is the Administrative Policies. Supervisor Lund says the ordinance will be the same, but the policy needs to change.

Supervisor Lund asked if the bids were submitted to the Admin Committee. Zeller responded that they had not, but the Admin Committee members were made aware of the results of the auction.

Motion made by Supervisor Fewell, seconded by Supervisor Buckley to refer to Corporation Counsel to develop a policy. Vote taken. MOTION CARRIED UNANIMOUSLY.

25. Review and acceptance of successful high bidders (bids) from March 2015 Brown County Tax Deed Parcels Auction. (Documentation to be provided at meeting).

Motion made by Supervisor Van Dyck seconded by Supervisor Erickson to approve the bid for lot 18-107 by Michael Jaeckel. Vote taken. MOTION CARRIED UNANIMOUSLY.

Motion made by Supervisor Van Dyck, seconded by Supervisor Monyihan to approve the sale of lot 19-361 for \$22,500 to Micahel Jaeckel. Vote taken. MOTION CARRIED UNANIMOUSLY.

Motion made by Supervisor Fewell, seconded by Supervisor Buckley to approve the sale of lot 2-252-1 to Teresa Ashley. Vote taken. MOTION CARRIED UNANIMOUSLY.

Supervisor Buckley asked how the appraised value is reached. Zeller said that according to statute a Tax Deed property must be sold at the appraised value; however, there is no definition of what the appraised value is. Zeller said that he went and asked several county treasurers from the around the state how they handled the issue. He reported that some counties set their own values and some just use the last appraised value on the properties. Zeller decided to get an independent outside assessor. He put out a bid and accepted the low bid from Fair Market Appraisals.

Supervisor Buckley asked how much the county was charged for each appraisal. Zeller said it was \$138 per parcel. Supervisor Buckley felt that the appraisal might be too high for the parcel on West Point Road.

Zeller said that the next agenda item was going to address the appraisal process.

Motion made by Supervisor Van Dyck, seconded by Supervisor Erickson to approve the sale of lot 7-125 to Mark Cherney. Vote taken. MOTION CARRIED UNANIMOUSLY.

Motion made by Supervisor Van Dyck , seconded by Supervisor Moynihan to approve the sale of lot 7-467 in the amount of \$27,500 to James Leiberg. Vote taken. MOTION CARRIED UNANIMOUSLY.

Motion made by Supervisor Van Dyck, seconded by Supervisor Moynihan to approve the sale of lot M-86-1 in the amount of \$16,000 to James Couch. Vote taken. MOTION CARRIED UNANIMOUSLY.

Motion made by Supervisor Van Dyck, seconded by Supervisor Moynihan to approve the sale of lot SU-1056 in the amount of \$17,320 to Steve Cherney. Vote taken. MOTION CARRIED UNANIMOUSLY.

Motion made by Supervisor Van Dyck, seconded by Supervisor Moynihan to approve the sale of lot VD-142-1 in the amount of \$375 to Kevin Schmitz. Vote taken. MOTION CARRIED UNANIMOUSLY.

Motion made by Supervisor Van Dyck, seconded by Supervisor Moynihan to approve the sale of lot VH-590-6 in the amount of \$1,000 to David Propson. Vote taken. MOTION CARRIED UNANIMOUSLY.

26. Review and rejection of bids less than appraised value from March 2015 Brown County Tax Deed Parcels Auction.

Motion made by Supervisor Fewell, seconded by Supervisor Van Dyck to approve the rejection of bids less than appraised value. Vote taken. MOTION CARRIED UNANIMOUSLY.

27. Action regarding process going forward in setting “appraised” value to sell property that did not sell at first attempt.

Supervisor Lund suggested going with the 75% of minimum appraised value on second attempt and 50% on third attempt.

Supervisor Erickson was looking at the two houses that did not sell. He specifically asked about the property for \$115,000, and commented that it really wasn't \$115,000 because there was an additional \$14,000 in taxes on top of that. Chad Weininger said that that wasn't correct and the taxes would be taken out of the minimum assessed value. The taxes have already been cleared and any profit goes back to the individual, not the county if there is any profit. Supervisor Lund explained that the taxes are paid through the sale.

Zeller explained that a new buyer is not liable for any current taxes on the property. The county recovers the taxes as well as any penalties or any funds that they put into the property from the sale. There is a distribution of proceeds only if the former owner was using the property as a homestead in the last five years. For a vacant lot or a rented property, the county will get all the proceeds. The county has 60 days to find the original owner which is usually very difficult since they usually don't want to be found. The county has to serve them with a notice that they are eligible for the proceeds and then issue them a check. Supervisor Erickson asked who gets the money if they owner can't be found in 60 days. Zeller said the funds go into the general fund, but is still counted as an unclaimed check for two years.

Zeller wanted to emphasize that the county does not belong in the real-estate business. The longer the county owns the homes the greater the problems become. He talked about the home in Morrison, and said that after the locksmith arrived to rekey the house; he would not go into the house further as there were animals living in the home. Birds, Deer, Raccoons and other wildlife. When Zeller and the assessor arrived at the Harvey Street home, three juveniles ran out the front door at 10am on a Wednesday morning.

Supervisor Lund asked what Zeller wants the committee to do. Zeller said he can go with the 75% and if they don't get the results they were looking for he will bring the topic back in May.

Supervisor Van Dyck asked about the Gas Station property and if the county just had to take a loss on that property. Zeller said yes and they are out far more than \$9,000 on that property.

Supervisor Van Dyck asked if the county had to have the properties listed for \$50 or \$100 appraised. Zeller said no they can use previous assed values.

Supervisor Van Dyck asked how many bids in general do they get per parcel.

Lincoln Street – 17 Bids
Eastman Ave – 20
Preble Ave – 33
Morrison Road – 46

Supervisor Van Dyck asked why they need to put a number on a parcel. The purpose of the auction is to sell to the highest bidder. He posed the question that if someone walks in with money and offers it but it isn't the asking price is the county going to say no.

Supervisor Fewell asked if statutes require us to go for the appraised value. Zeller said yes in the initial round. The wording on the second round is that a county can sell in second round at any price as long as filing and notification requirements are met and it is at least the minimum appraised value. Only after the county board or a committee of the county reviews a parcel can the price be lowered below the appraised value.

Zeller said that Door County uses no minimum bid on second and third rounds but properties are subject to a finance committee review.

Motion made by Supervisor Erickson, seconded by Supervisor Fewell to have the 2nd and 3rd rounds of Tax Deed property sales have no minimum bid and have corporation counsel draw up an ordinance change to reflect that in the county code. Vote taken. MOTION CARRIED UNANIMOUSLY.

Other

28. Such other matters as authorized by law.

None

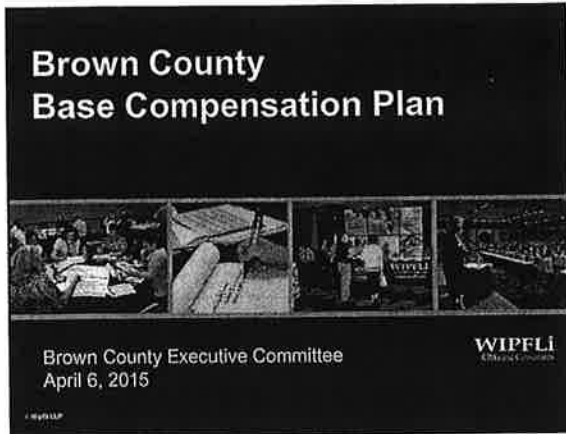
29. Adjourn.

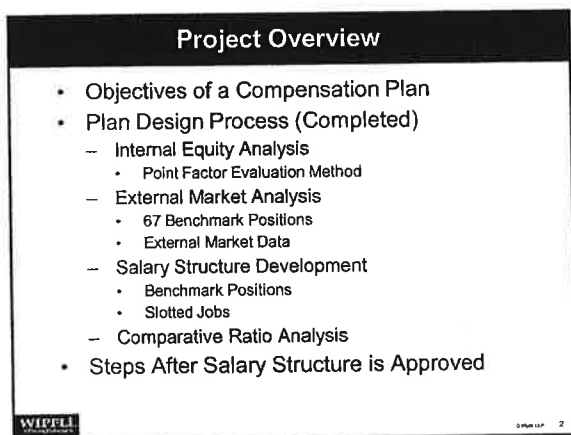
Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to adjourn at 7:01pm. Vote taken. MOTION CARRIED UNANIMOUSLY.

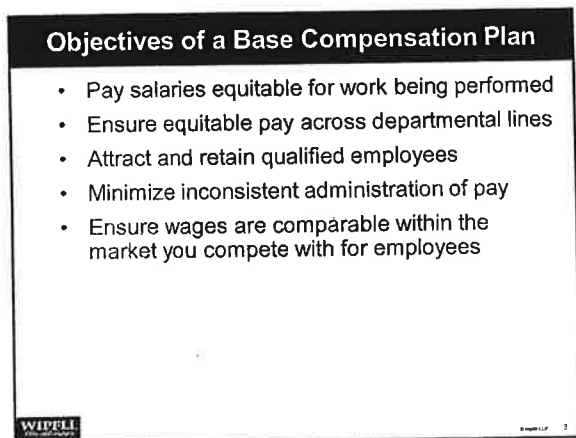
Respectfully submitted,

Therese Giannunzio
Recording Secretary

Brian Lueth
Transcriptionist







Process

- Created a County Project Team (Brown County)
- Created Classification Specifications (Project Team)
- Performed an internal equity analysis (Project Team)
- Conducted an external market analysis (Wipfli)
- Designed a salary structure (Wipfli)
- Conducted a comparative ratio analysis (Wipfli)

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Created Classification Specifications (Class Specs)

- Position Description Questionnaires submitted by departments specifying actual duties
- Like positions lumped into same Class Spec
- A point factor evaluation system was applied to each Class Spec which determined internal equity points
- Factors used:
 - **Skills** – education and experience
 - **Responsibilities** – scope/level, leadership/administrative, public/customer relations, budget impact, and complexity/impact
 - **Effort** – physical exertion/environmental hazards

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Internal Equity Analysis

- Conducted an internal equity analysis to determine the relative value of each position to other positions within the County on the basis of compensable factors.
- The internal equity analysis was conducted by the County Project Team for all positions, then reviewed by Wipfli.
- The result of the analysis was a ranking of the Class Specs starting from the position with the top number of points to the position with the bottom number of points.

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External Market Analysis

- An external market analysis determined the market value of each Class Spec by comparing it to published compensation survey data and wage data for comparable counties. (Outagamie, Winnebago and Racine)
- For each benchmark Class Spec, a midpoint was calculated using this survey and other county wage data.
- Used the functions of the Class Spec to match the survey data, not job title.

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External Market Sample

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SAMPLE

BROWN COUNTY

Wage Comparison Analysis Worksheet

Position Title	Position Number	Position Grade	Position Class Spec	Position Description	Position Function	Position Title	Position Number	Position Grade	Position Class Spec	Position Description	Position Function
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Designing the Salary Structure

- The salary structure design was created utilizing the Internal Equity Analysis and External Market Analysis.
- Typically, the External Market Analysis will be the primary consideration for the development and placement of positions within the salary structure.
- The benchmark positions were sorted and grouped by external market value with like midpoints grouped together.

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Brown County Salary Structure

- The salary structure begins with the top paid position. Subsequent ranges are then developed on the basis of the remaining pay groups.
- Brown County has a 7% progression between midpoints of each pay grade.
- Each pay grade is 20% +/- the midpoint.
- All Class Specs were incorporated into the salary structure.
 - Benchmark positions (67 Class Specs – 969 employees)
 - Slotted positions (77 Class Specs – 309 employees)

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Brown County Salary Structure

- Preliminary salary structure reviewed to determine if the pay groups made sense within the County.
- Considered the Internal Equity Analysis and made any necessary adjustments on the basis of the relative value of the positions within the County.
 - Internal equity is considered if the value of the position internally differs from the external market or if external market data is unavailable.

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Comparative Ratio Analysis

This analysis allows the County to determine where current rates of employee pay fall in relationship to the newly established salary structure midpoints.

- Brown County's average compa-ratio is 102%. This is the average compa-ratio of all Brown County employees.
- Pay grades 1-11 had a compa-ratio of 98%
- Pay grades 12-23 had a compa-ratio of 103%

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BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES

Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	BENCHMARK POSITIONS						
1	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64.99
2	Corporation Counsel Director of Administration Director of Human Services	\$83,816	\$104,770	\$125,724	\$40.30	\$50.37	\$60.44
3	Airport Director Chief Information Officer Director of Port and Resource Recovery Director of Public Works	\$77,949	\$97,436	\$116,923	\$37.48	\$46.84	\$56.21
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks Human Resources Manager Human Services Administrator	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52.28
5	Court Commissioner Deputy Assistant Corporation Counsel Director of Nursing (Hospital) Director of Public Safety Communications Engineering Services Manager Finance Manager Planning Director Psychologist	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48.62
6	Director of Public Health Director, Child Support Program Highway Operations Manager	\$62,699	\$78,373	\$94,048	\$30.14	\$37.68	\$45.22
7	Assistant Corporation Counsel Change Management Facilitator Chief Medical Examiner Financial Supervisor Network Architect Nursing Supervisor Public Health Supervisor Senior Civil Engineer	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
8	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent Clinical Therapist County Conservationist Emergency Management Coordinator Environmental Health & Lab Supervisor Fleet Superintendent Golf Course Superintendent Human Services Manager Museum Director Operations Manager	\$54,228	\$67,785	\$81,342	\$26.07	\$32.59	\$39.11
9	Animals Curator Civil Engineer Economic Services Support Coordinator Environmental Health Sanitarian Highway Operations Superintendent Human Services Supervisor Project Manager Public Health Nurse Register in Probate Registered Nurse Risk Specialist Senior Financial Analyst	\$50,432	\$63,040	\$75,648	\$24.25	\$30.31	\$36.37

BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES

Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	BENCHMARK POSITIONS						
	Senior Planner						
	Veteran's Services Officer						
10	Benefits & Payroll Coordinator	\$46,902	\$58,627	\$70,353	\$22.55	\$28.19	\$33.82
	Business Development Analyst						
	Community Health Educator						
	Electrician (Master)						
	Financial Analyst						
	Internal Auditor						
	Operations and Maintenance Supervisor						
	Purchasing Specialist						
11	Building Services Supervisor	\$43,619	\$54,523	\$65,428	\$20.97	\$26.21	\$31.46
	Child Support Supervisor						
	Clinical Lab Services Supervisor						
	Corrections Corporal						
	Economic Support Supervisor						
	Health Information Services Coordinator						
	Senior Human Resource Generalist						
	Nutritional Services Coordinator						
	Operations Supervisor						
	Planner						
	Property Lister						
	Shelter Care Supervisor						
12	Chief Deputy Clerk	\$40,565	\$50,707	\$60,848	\$19.50	\$24.38	\$29.25
	Conservation Specialist						
	Education Specialist						
	Electrician (Journey)						
	Engineering Technician						
	GIS Specialist						
	Land Use Specialist						
	Maintenance Service Mechanic II						
	Medical Technologist						
	Museum Specialist						
	Programmer						
	Radio Communications Specialist						
	Recreation Therapist						
	Resource Recovery Specialist						
	Social Worker						
	Substance Abuse Counselor						
	Systems Specialist						
	Victim/Witness Coordinator						
13	Airport Operations Officer	\$37,726	\$47,157	\$56,589	\$18.14	\$22.67	\$27.21
	Correctional Officer						
	Court Reporter						
	Data Telecommunications Specialist						
	GIS & Database Analyst						
	Human Resources Generalist						
	Law Clerk						
	Maintenance Service Mechanic I						
	Mechanic						
	Media Technician						
	Network Support Specialist						
	Paralegal						
	Park Services Specialist						
	Property Listing Specialist						
	Telecommunications Operator II						
	Zookeeper						
14	Administrative Assistant II	\$35,085	\$43,856	\$52,628	\$16.87	\$21.08	\$25.30
	Certified Occupational Therapist Assistant						
	Department Assistant						
	Emergency Management Specialist						
	Food Service Supervisor						
	Guest Services Coordinator						

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BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES

Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	BENCHMARK POSITIONS						
	Heavy Equipment Operator						
	Lab Technician						
	Legal Assistant						
	Licensed Practical Nurse						
	Network Support Clerk						
	Payroll Specialist						
	Registered Health Information Tech (RHIT)						
	Telecommunications Operator I						
15	Child Support Specialist Operations Assistant Victim/Witness Program Assistant	\$32,629	\$40,786	\$48,944	\$15.69	\$19.61	\$23.53
16	Account Clerk Deputy Medical Examiner Economic Support Specialist Fraud Investigator Aide Maintenance Services Associate	\$30,345	\$37,931	\$45,518	\$14.59	\$18.24	\$21.88
17	Administrative Assistant I Human Services Support Specialist Youth Care Worker	\$28,221	\$35,276	\$42,331	\$13.57	\$16.96	\$20.35
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
19	Certified Nursing Assistant Cook	\$24,408	\$30,510	\$36,612	\$11.73	\$14.67	\$17.60
20	Administrative Clerk Assistant Zookeeper Building Services Associate	\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16.37
21	OPEN	\$21,111	\$26,388	\$31,666	\$10.15	\$12.69	\$15.22
22	Bailiff Food Service Associate	\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13.17
24	Guest Services Associate	\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25

Minimum and maximum values are calculated +/- 20% around midpoint
Progression between midpoints 7% .

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
1	OPEN		\$46.04	\$54.16	\$64.99				
2	Corporation Counsel	Corporation Counsel	\$40.30	\$50.37	\$60.44	102%			3
	Director of Administration	Administration	\$40.30	\$50.37	\$60.44	95%			2
	Director of Human Services	Human Services	\$40.30	\$50.37	\$60.44	102%			3
3	Airport Director	Airport	\$37.48	\$46.84	\$56.21	86%			1
	Chief Information Officer	Technology Services	\$37.48	\$46.84	\$56.21	102%			3
	Director of Port and Resource Recovery	Port & Resource Recovery	\$37.48	\$46.84	\$56.21	94%			2
	Director of Public Works	Public Works	\$37.48	\$46.84	\$56.21	104%			3
4	Advanced Practice Nurse Prescriber	Human Services	\$34.85	\$43.57	\$52.28	108%			4
	Advanced Practice Nurse Prescriber	Human Services	\$34.85	\$43.57	\$52.28				
	Director of NEW Zoo and Parks	NEW Zoo & Parks	\$34.85	\$43.57	\$52.28	90%			2
	Human Resources Manager	Human Resources	\$34.85	\$43.57	\$52.28	90%			2
	Human Services Administrator	Human Services	\$34.85	\$43.57	\$52.28	94%			2
5	Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	100%			3
	Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	100%			3
	Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	92%			2
	Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	88%			1
	Deputy Assistant Corporation Counsel	Corporation Counsel	\$32.41	\$40.52	\$48.62	83%			1
	Director of Nursing (Hospital)	Human Services	\$32.41	\$40.52	\$48.62	88%			1
	Director of Public Safety Communications	Public Safety Communications	\$32.41	\$40.52	\$48.62	105%			4
	Engineering Services Manager	Public Works	\$32.41	\$40.52	\$48.62	92%			2
	Finance Manager	Administration	\$32.41	\$40.52	\$48.62	100%			3
	Planning Director	Planning	\$32.41	\$40.52	\$48.62	103%			3
	Psychologist	Human Services	\$32.41	\$40.52	\$48.62	103%			3
6	Director of Public Health	Health	\$30.14	\$37.68	\$45.22	103%			3
	Director, Child Support Program	Child Support	\$30.14	\$37.68	\$45.22	86%			1
	Highway Operations Manager	Public Works	\$30.14	\$37.68	\$45.22	99%			3
7	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	102%			3
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	102%			3
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	90%			2
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	89%			1
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	88%			1
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	88%			1
	Change Management Facilitator	Human Resources	\$28.03	\$35.04	\$42.05				
	Chief Medical Examiner	Medical Examiner	\$28.03	\$35.04	\$42.05	95%			2
	Financial Supervisor	Administration	\$28.03	\$35.04	\$42.05	105%			3
	Network Architect	Technology Services	\$28.03	\$35.04	\$42.05	97%			2
	Nursing Supervisor	Human Services	\$28.03	\$35.04	\$42.05				
	Nursing Supervisor	Human Services	\$28.03	\$35.04	\$42.05	101%			3
	Public Health Supervisor	Health	\$28.03	\$35.04	\$42.05				
	Public Health Supervisor	Health	\$28.03	\$35.04	\$42.05	90%			2
	Principal Planner	Planning	\$28.03	\$35.04	\$42.05	101%			3
	Principal Planner	Planning	\$28.03	\$35.04	\$42.05	87%			1
	Senior Civil Engineer	Public Works	\$28.03	\$35.04	\$42.05	95%			2
	Senior Civil Engineer	Public Works	\$28.03	\$35.04	\$42.05	87%			1
8	Applications Supervisor	Technology Services	\$26.07	\$32.59	\$39.11	110%			4
	Assistant Director of Public Safety Communications	Public Safety Communications	\$26.07	\$32.59	\$39.11	107%			4
	Building Services Superintendent	Public Works	\$26.07	\$32.59	\$39.11	107%			4
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	86%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	86%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	89%			2
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	85%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	85%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	92%			2
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	85%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	100%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	85%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	County Conservationist	Land and Water Con	\$26.07	\$32.59	\$39.11	105%			4

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BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
	Emergency Management Coordinator	Public Safety Communications	\$26.07	\$32.59	\$39.11	89%			2
	Environmental Health & Lab Supervisor	Health	\$26.07	\$32.59	\$39.11	98%			3
	Fleet Superintendent	Public Works	\$26.07	\$32.59	\$39.11				
	Golf Course Superintendent	Golf Course	\$26.07	\$32.59	\$39.11	99%			3
	Human Services Manager	Human Services	\$26.07	\$32.59	\$39.11	105%			4
	Human Services Manager	Human Services	\$26.07	\$32.59	\$39.11	104%			3
	Human Services Manager	Human Services	\$26.07	\$32.59	\$39.11	113%			4
	Museum Director	Museum	\$26.07	\$32.59	\$39.11	105%			4
	Operations Manager	NEW Zoo & Parks	\$26.07	\$32.59	\$39.11	105%			4
	Operations Manager	Port & Resource Recovery	\$26.07	\$32.59	\$39.11	99%			3
	Operations Manager	Airport	\$26.07	\$32.59	\$39.11	104%			3
9	Animals Curator	NEW Zoo & Parks	\$24.25	\$30.31	\$36.37	84%			1
	Civil Engineer	Public Works	\$24.25	\$30.31	\$36.37	79%	below minimum	\$676	0
	Civil Engineer	Land and Water Con	\$24.25	\$30.31	\$36.37	81%			1
	Civil Engineer	Land and Water Con	\$24.25	\$30.31	\$36.37	81%			1
	Economic Services Support Coordinator	Human Services	\$24.25	\$30.31	\$36.37	98%			3
	Environmental Health Sanitarian	Health	\$24.25	\$30.31	\$36.37	100%			3
	Environmental Health Sanitarian	Health	\$24.25	\$30.31	\$36.37	99%			3
	Environmental Health Sanitarian	Health	\$24.25	\$30.31	\$36.37				
	Environmental Health Sanitarian	Health	\$24.25	\$30.31	\$36.37	99%			3
	Environmental Health Sanitarian	Health	\$24.25	\$30.31	\$36.37	98%			3
	Environmental Health Sanitarian	Health	\$24.25	\$30.31	\$36.37	98%			3
	Highway Operations Superintendent	Public Works	\$24.25	\$30.31	\$36.37	107%			4
	Highway Operations Superintendent	Public Works	\$24.25	\$30.31	\$36.37	107%			4
	Highway Operations Superintendent	Public Works	\$24.25	\$30.31	\$36.37	107%			4
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	110%			4
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37				
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	109%			4
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	110%			4
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	100%			3
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	100%			3
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	101%			3
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	101%			3
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	104%			3
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37				
	Project Manager	Technology Services	\$24.25	\$30.31	\$36.37	126%	at or above maximum		6
	Project Manager	Technology Services	\$24.25	\$30.31	\$36.37	105%			3
	Project Manager	Technology Services	\$24.25	\$30.31	\$36.37				
	Project Manager	Administration	\$24.25	\$30.31	\$36.37	102%			3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%			3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%			3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%			3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%			3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%			3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	99%			3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Register in Probate	Circuit Courts	\$24.25	\$30.31	\$36.37	107%			4
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	91%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	99%			3
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	96%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	96%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	91%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	85%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	96%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	96%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	84%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	85%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	85%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	91%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	91%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	88%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	85%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	91%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	84%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	85%			1

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BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
	BENCHMARK POSITIONS								
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	96%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	96%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	112%			4
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	112%			4
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	112%			4
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	112%			4
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			5
	Risk Specialist	Administration	\$24.25	\$30.31	\$36.37	117%	approaching maximum		5
	Senior Financial Analyst	Administration	\$24.25	\$30.31	\$36.37	93%			2
	Senior Financial Analyst	Administration	\$24.25	\$30.31	\$36.37	103%			3
	Senior Financial Analyst	Administration	\$24.25	\$30.31	\$36.37	98%			3
	Senior Financial Analyst	Administration	\$24.25	\$30.31	\$36.37	98%			3
	Senior Financial Analyst	Administration	\$24.25	\$30.31	\$36.37	98%			3
	Senior Financial Analyst	Board Office	\$24.25	\$30.31	\$36.37	104%			3
	Senior Financial Analyst	Public Works	\$24.25	\$30.31	\$36.37	111%			4
	Senior Planner	Planning	\$24.25	\$30.31	\$36.37	104%			3
	Senior Planner	Planning	\$24.25	\$30.31	\$36.37	101%			3
	Senior Planner	Planning	\$24.25	\$30.31	\$36.37	96%			2
	Senior Planner	Planning	\$24.25	\$30.31	\$36.37	89%			1
	Senior Planner	Planning	\$24.25	\$30.31	\$36.37	89%			1
	Veteran's Services Officer	Veterans Office	\$24.25	\$30.31	\$36.37	96%			2
10	Benefits & Payroll Coordinator	Human Resources	\$22.55	\$28.19	\$33.82	110%			4
	Business Development Analyst	Port & Resource Recovery	\$22.55	\$28.19	\$33.82	115%			5
	Community Health Educator	Health	\$22.55	\$28.19	\$33.82	91%			2
	Community Health Educator	Health	\$22.55	\$28.19	\$33.82	83%			1
	Community Health Educator	Health	\$22.55	\$28.19	\$33.82	81%			1
	Community Health Educator	Health	\$22.55	\$28.19	\$33.82	81%			1
	Community Health Educator	Health	\$22.55	\$28.19	\$33.82	81%			1
	Community Health Educator	Health	\$22.55	\$28.19	\$33.82	81%			1
	Electrician (Master)	Airport	\$22.55	\$28.19	\$33.82	109%			4
	Electrician (Master)	Airport	\$22.55	\$28.19	\$33.82	107%			4
	Electrician (Master)	Public Works	\$22.55	\$28.19	\$33.82	109%			4
	Financial Analyst	Administration	\$22.55	\$28.19	\$33.82	96%			2
	Financial Analyst	Treasurer Office	\$22.55	\$28.19	\$33.82	82%			1
	Financial Analyst	Administration	\$22.55	\$28.19	\$33.82	96%			2
	Financial Analyst	Administration	\$22.55	\$28.19	\$33.82	93%			2
	Financial Analyst	Clerk of Courts	\$22.55	\$28.19	\$33.82	100%			3
	Financial Analyst	Human Services	\$22.55	\$28.19	\$33.82	112%			4
	Operations and Maintenance Supervisor	Airport	\$22.55	\$28.19	\$33.82	100%			3
	Operations and Maintenance Supervisor	Airport	\$22.55	\$28.19	\$33.82	98%			3
	Purchasing Specialist	Administration	\$22.55	\$28.19	\$33.82	113%			4
11	Building Services Supervisor	Public Works	\$20.97	\$26.21	\$31.46	106%			4
	Child Support Supervisor	Child Support	\$20.97	\$26.21	\$31.46	92%			2
	Child Support Supervisor	Child Support	\$20.97	\$26.21	\$31.46	92%			2
	Clinical Lab Services Supervisor	Human Services	\$20.97	\$26.21	\$31.46	106%			4
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46	95%			2
	Corrections Corporal	Sheriff	\$20.97	\$26.21	\$31.46				

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
	BENCHMARK POSITIONS								
	Health Information Services Coordinator	Human Services	\$20.97	\$26.21	\$31.46	107%			4
	Nutritional Services Coordinator	Human Services	\$20.97	\$26.21	\$31.46	118%	approaching maximum		5
	Operations Supervisor	District Attorney	\$20.97	\$26.21	\$31.46	82%			1
	Operations Supervisor	NEW Zoo & Parks	\$20.97	\$26.21	\$31.46	108%			4
	Operations Supervisor	Human Services	\$20.97	\$26.21	\$31.46	108%			4
	Operations Supervisor	Public Works	\$20.97	\$26.21	\$31.46	92%			2
	Operations Supervisor	Clerk of Courts	\$20.97	\$26.21	\$31.46	95%			2
	Operations Supervisor	Public Safety Communications	\$20.97	\$26.21	\$31.46	97%			2
	Operations Supervisor	Golf Course	\$20.97	\$26.21	\$31.46	97%			3
	Operations Supervisor	Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
	Operations Supervisor	Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
	Operations Supervisor	Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
	Operations Supervisor	Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
	Operations Supervisor	Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
	Operations Supervisor	NEW Zoo & Parks	\$20.97	\$26.21	\$31.46	102%			3
	Operations Supervisor	Human Services	\$20.97	\$26.21	\$31.46	87%			1
	Operations Supervisor	NEW Zoo & Parks	\$20.97	\$26.21	\$31.46	86%			1
	Operations Supervisor	Courts	\$20.97	\$26.21	\$31.46	86%			1
	Operations Supervisor	NEW Zoo & Parks	\$20.97	\$26.21	\$31.46	94%			2
	Planner	Planning	\$20.97	\$26.21	\$31.46	113%			5
	Planner	Planning	\$20.97	\$26.21	\$31.46	87%			1
	Planner	Planning	\$20.97	\$26.21	\$31.46	83%			1
	Planner	Planning	\$20.97	\$26.21	\$31.46	81%			1
	Planner	Planning	\$20.97	\$26.21	\$31.46	81%			1
	Planner	Planning	\$20.97	\$26.21	\$31.46	82%			1
	Planner	Public Works	\$20.97	\$26.21	\$31.46	131%	at or above maximum		6
	Planner	Public Works	\$20.97	\$26.21	\$31.46	106%			4
	Senior Human Resource Generalist	Human Resources	\$20.97	\$26.21	\$31.46	106%			4
	Shelter Care Supervisor	Human Services	\$20.97	\$26.21	\$31.46	97%			3
	Shelter Care Supervisor	Human Services	\$20.97	\$26.21	\$31.46	108%			4
12	Chief Deputy	County Clerk	\$19.50	\$24.38	\$29.25	102%			3
	Chief Deputy	Register of Deeds	\$19.50	\$24.38	\$29.25	102%			3
	Chief Deputy	Treasurer	\$19.50	\$24.38	\$29.25	108%			4
	Conservation Specialist	Land and Water Con	\$19.50	\$24.38	\$29.25	107%			4
	Conservation Specialist	Land and Water Con	\$19.50	\$24.38	\$29.25	104%			3
	Conservation Specialist	Land and Water Con	\$19.50	\$24.38	\$29.25	89%			1
	Conservation Specialist	Land and Water Con	\$19.50	\$24.38	\$29.25	101%			3
	Conservation Specialist	Land and Water Con	\$19.50	\$24.38	\$29.25	101%			3
	Conservation Specialist	Land and Water Con	\$19.50	\$24.38	\$29.25	101%			3
	Conservation Specialist	Land and Water Con	\$19.50	\$24.38	\$29.25	124%	at or above maximum		6
	Education Specialist	NEW Zoo & Parks	\$19.50	\$24.38	\$29.25	82%			1
	Education Specialist	Museum	\$19.50	\$24.38	\$29.25	87%			1
	Electrician (Journey)	Public Works	\$19.50	\$24.38	\$29.25	107%			4
	Engineering Technician	Planning	\$19.50	\$24.38	\$29.25	88%			1
	Engineering Technician	Public Works	\$19.50	\$24.38	\$29.25	107%			4
	Engineering Technician	Public Works	\$19.50	\$24.38	\$29.25	107%			4
	Engineering Technician	Public Works	\$19.50	\$24.38	\$29.25	101%			3
	Medical Technologist	Human Services	\$19.50	\$24.38	\$29.25	104%			3
	Medical Technologist	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Museum Specialist	Museum	\$19.50	\$24.38	\$29.25				
	Museum Specialist	Museum	\$19.50	\$24.38	\$29.25	101%			3
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	127%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	127%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	127%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	127%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	123%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	117%	approaching maximum		5
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	116%	approaching maximum		5
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	117%	approaching maximum		5
	Radio Communications Specialist	Public Safety Communications	\$19.50	\$24.38	\$29.25	105%			4
	Recreation Therapist	Human Services	\$19.50	\$24.38	\$29.25	115%			5
	Resource Recovery Specialist	Port & Resource Recovery	\$19.50	\$24.38	\$29.25	105%			4
	Resource Recovery Specialist	Port & Resource Recovery	\$19.50	\$24.38	\$29.25	99%			3
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	114%			5
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	115%			5
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	90%			2
	Social Worker	Human Services	\$19.50	\$24.38	\$29.25	90%			2

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BROWN COUNTY

2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2015)

[illegible]

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BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

[illegible]

12A

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

[illegible]

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

[illegible]

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
	BENCHMARK POSITIONS								
14	Administrative Assistant II	Administration	\$16.87	\$21.08	\$25.30	101%			3
	Administrative Assistant II	Airport	\$16.87	\$21.08	\$25.30	110%			4
	Administrative Assistant II	Board Office	\$16.87	\$21.08	\$25.30	88%			1
	Administrative Assistant II	Child Support	\$16.87	\$21.08	\$25.30	95%			2
	Administrative Assistant II	Child Support	\$16.87	\$21.08	\$25.30	95%			2
	Administrative Assistant II	Child Support	\$16.87	\$21.08	\$25.30				
	Administrative Assistant II	Child Support	\$16.87	\$21.08	\$25.30	89%			1
	Administrative Assistant II	Human Resources	\$16.87	\$21.08	\$25.30	111%			4
	Administrative Assistant II	County Clerk	\$16.87	\$21.08	\$25.30	98%			3
	Administrative Assistant II	County Clerk	\$16.87	\$21.08	\$25.30	96%			2
	Administrative Assistant II	Executive	\$16.87	\$21.08	\$25.30	90%			2
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	96%			2
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	85%			1
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	86%			1
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	115%			5
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	80%	below minimum	\$115	0
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	89%			2
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	85%			1
	Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	90%			2
	Administrative Assistant II	NEW Zoo & Parks	\$16.87	\$21.08	\$25.30	80%			1
	Administrative Assistant II	Planning	\$16.87	\$21.08	\$25.30				
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	93%			2
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	85%			1
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	82%			1
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	82%			1
	Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant II	Technology Services	\$16.87	\$21.08	\$25.30	98%			3
	Administrative Assistant II	Veterans Office	\$16.87	\$21.08	\$25.30	96%			2
	Certified Occupational Therapist Assistant	Human Services	\$16.87	\$21.08	\$25.30	88%			1
	Certified Occupational Therapist Assistant	Human Services	\$16.87	\$21.08	\$25.30	88%			1
	Certified Occupational Therapist Assistant	Human Services	\$16.87	\$21.08	\$25.30	88%			1
	Department Assistant	NEW Zoo & Parks	\$16.87	\$21.08	\$25.30	80%			1
	Department Assistant	Public Works	\$16.87	\$21.08	\$25.30	84%			1
	Department Assistant	Public Safety Communications	\$16.87	\$21.08	\$25.30	85%			1
	Department Assistant	Human Services	\$16.87	\$21.08	\$25.30				
	Department Assistant	Planning	\$16.87	\$21.08	\$25.30				
	Department Assistant	Corporation Counsel	\$16.87	\$21.08	\$25.30	96%			2
	Department Assistant	Sheriff	\$16.87	\$21.08	\$25.30	105%			3
	Department Assistant	Health	\$16.87	\$21.08	\$25.30	108%			4
	Department Assistant	Airport	\$16.87	\$21.08	\$25.30	121%	at or above maximum		6
	Emergency Management Specialist	Public Safety Communications	\$16.87	\$21.08	\$25.30	93%			2
	Food Service Supervisor	Human Services	\$16.87	\$21.08	\$25.30	115%			5
	Guest Services Coordinator	NEW Zoo & Parks	\$16.87	\$21.08	\$25.30	84%			1
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	110%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	106%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87						

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

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BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
	BENCHMARK POSITIONS								
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	86%			1
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30				
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	86%			1
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	86%			1
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Network Support Clerk	Technology Services	\$16.87	\$21.08	\$25.30	105%			3
	Network Support Clerk	Technology Services	\$16.87	\$21.08	\$25.30	83%			1
	Payroll Specialist	Human Resources	\$16.87	\$21.08	\$25.30	100%			3
	Payroll Specialist	Human Resources	\$16.87	\$21.08	\$25.30	90%			2
	Registered Heath Information Tech (RHIT)	Human Services	\$16.87	\$21.08	\$25.30	93%			2
	Telecommunications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Telecommunications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Telecommunications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Telecommunications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Telecommunications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Telecommunications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Telecommunications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
15	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	102%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	104%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	104%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53				
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	101%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	102%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	102%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53				
	Operations Assistant	Administration	\$15.69	\$19.61	\$23.53	120%			5
	Operations Assistant	Human Services	\$15.69	\$19.61	\$23.53	144%	at or above maximum		6
	Operations Assistant	Public Works	\$15.69	\$19.61	\$23.53	123%	at or above maximum		6
	Operations Assistant	Human Services	\$15.69	\$19.61	\$23.53	112%			4
	Victim/Witness Program Assistant	District Attorney	\$15.69	\$19.61	\$23.53	89%			2
16	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	96%			2
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	104%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	104%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	90%			2
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	91%			2
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	100%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	100%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88				
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Public Works	\$14.59	\$18.24	\$21.88	98%			3
	Account Clerk	Administration	\$14.59	\$18.24	\$21.88	113%			5
	Account Clerk	Sheriff	\$14.59	\$18.24	\$21.88	106%			4
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	96%			2
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	108%			4
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	101%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

[illegible]

12A

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	96%			2
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	84%			1
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	84%			1
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	92%			2
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	92%			2
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	84%			1
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	96%			2
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	96%			2
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	97%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88				
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	99%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	105%			3
	Fraud Investigator Aide	Human Services	\$14.59	\$18.24	\$21.88	107%			4
	Fraud Investigator Aide	Human Services	\$14.59	\$18.24	\$21.88				
17	Administrative Assistant I	Administration	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant I	Airport	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Board Office	\$13.57	\$16.96	\$20.35	91%			2
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	96%			2
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	79%	below minimum	\$400	0
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	79%	below minimum	\$400	0
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	75%	below minimum	\$1,666	0
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	71%	below minimum	\$3,280	0
	Administrative Assistant I	Circuit Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	94%			2
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	92%			2
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	79%	below minimum	\$195	0
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
	Administrative Assistant I	County Clerk	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	District Attorney	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	District Attorney	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	95%			2
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	88%			1
	Administrative Assistant I	Human Resources	\$13.57	\$16.96	\$20.35	117%	approaching maximum		5
	Administrative Assistant I	Human Resources	\$13.57	\$16.96	\$20.35	110%			4
	Administrative Assistant I	Human Resources	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	102%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	102%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	97%			2
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	87%			1
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	87%			1
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	105%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	119%	approaching maximum		5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				

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BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	108%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	71%	below minimum	\$3,280	0
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	97%			2
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	94%			2
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	119%	approaching maximum		5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Public Works	\$13.57	\$16.96	\$20.35	88%			1
	Administrative Assistant I	Medical Examiner	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Museum	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Planning	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant I	Planning	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Port & Resource Recovery	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	95%			2
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	120%			5
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	110%			4
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	105%			3
	Administrative Assistant I	Technology Services	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Technology Services	\$13.57	\$16.96	\$20.35	88%			1
	Administrative Assistant I	Treasurer Office	\$13.57	\$16.96	\$20.35	114%			5
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	105%			3
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	94%			2
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant I	Veterans Office	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant I	Veterans Office	\$13.57	\$16.96	\$20.35	101%			3
	Human Services Support Specialist	Human Services	\$13.57	\$16.96	\$20.35	102%			3
	Human Services Support Specialist	Human Services	\$13.57	\$16.96	\$20.35				
	Human Services Support Specialist	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Human Services Support Specialist	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Human Services Support Specialist	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Human Services Support Specialist	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35				
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35				
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35				
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			4

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

[illegible]

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60				
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60				
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60				
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60				
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Cook	Human Services	\$11.73	\$14.67	\$17.60	120%			5
	Cook	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Administrative Clerk	Veterans Office	\$11.73	\$14.67	\$17.60	105%			3
	Administrative Clerk	District Attorney	\$11.73	\$14.67	\$17.60	114%			5
	Administrative Clerk	District Attorney	\$11.73	\$14.67	\$17.60	92%			2
20	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	144%	at or above maximum		6
	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	144%	at or above maximum		6
	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	144%	at or above maximum		6
	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	89%			2
	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	89%			2
	Building Services Associate	NEW Zoo & Parks	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	124%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	120%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	90%			2
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Assistant Zookeeper	NEW Zoo & Parks	\$10.91	\$13.64	\$16.37	83%			1
	Assistant Zookeeper	NEW Zoo & Parks	\$10.91	\$13.64	\$16.37	82%			1
	Assistant Zookeeper	NEW Zoo & Parks	\$10.91	\$13.64	\$16.37	82%			1

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

[illegible]

CR AVERAGE	102%	Estimated Impact of Bringing Employees To Minimum of Range Assuming All Employees Work 2080 hours*	\$20,463
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BROWN COUNTY **IMPACT OF MERIT INCREASE DECISIONS WORKSHEET (2.13.2015)**

Example

TARGET DATE FOR CONSIDERATION AND IMPLEMENTATION 2016

Cell Contribution Payout = P x C x G

P = Proportion in performance rating category*

C = Proportion in position-in-range category as a result of the comparative ratio analysis**

G = Guideline percent increase in cell***

Performance Matrix
Calculation Model

		Position-in-Range (Quintiles)***				
		1st (80-88%)	2nd (89-96%)	3rd (97-104%)	4th (105-113%)	5th (114-120%+)
Performance Rating	Substantially Above Expectations	0.15	0.21	0.29	0.19	0.16
		4.50	4.00	3.50	3.00	2.00
Above Expectations	0.15	0.033	0.043	0.051	0.028	0.016
		4.00	3.50	3.00	2.50	2.00
Meets Expectations	0.70	0.088	0.112	0.130	0.070	0.049
		3.50	3.00	2.50	2.00	1.50
Below Expectations	0.05	0.357	0.450	0.506	0.263	0.172
		0.00	0.00	0.00	0.00	0.00
Substantially Below Expectations	0.05	0.000	0.000	0.000	0.000	0.000
		0.00	0.00	0.00	0.00	0.00

1.00 Blue = P
Red = C
Green = G
Black = cell payout (P x C x G)

Total percentage impact to payroll:

Cell totals: 0.478 0.605 0.687 0.361 0.237 2.367

*The performance rating distributions are reflective of a typical distribution that will need to be adjusted to reflect the County's actual distributions each year.

**The position-in-range distributions reflect the current distributions as of the date of this report. These distributions were determined by using the compa-ratio analysis worksheet. This analysis will need to be adjusted each year to reflect position-in-range placement as pay changes occur.

***The County will need to adjust the numbers each year to align with compensation goals and budgetary considerations.

PLEASE NOTE: The figures outlined in the table above are not a recommendation, but rather an illustration as to how the worksheet can be used.

parcel #	House or vacant	Municipality	Address	City	Zip	"Appraised" Minimum Bid Op of Value	Auction High Bid	2014 Taxes Owed	Taxes Owed up to 2013	Bidder Name and Address
18-107	House	City of Green Bay	1007 Lincoln St.	Green Bay	54303-3627	2,900	4,300	1,777.94	4,064.40	Michael Jaeckel 1847 Ledgerview Road DePere, WI 54115
19-361	House	City of Green Bay	1628 Preble Ave.	Green Bay	54302-2933	11,000	22,500	2,066.77	6,158.21	Michael Jaeckel 1847 Ledgerview Road DePere, WI 54115
21-2551-2-A	Vacant Lot	City of Green Bay	Deleers St.	Green Bay		100	withdrawn	0	16.1	
2-252-1	Vacant Lot	City of Green Bay	S Ashland Ave.	Green Bay		50	50	0	55.8	Teresa Ashley 805 Stewart Street Madison, WI 53713
2-437	Vacant Lot	City of Green Bay	614 Tenth St.	Green Bay		13,100	no bids	362.98	1,514.50	
5-893	Vacant Lot	City of Green Bay	507 N. Broadway	Green Bay		10,000	no bids	297.4	1345	
6H-1168-4-4	House	City of Green Bay	2820 West Point Rd.	Green Bay	54313-5438	115,000	no bids	4,225.07	14,301.10	
7-125	House	City of Green Bay	1375 Harvey St.	Green Bay	54302-1915	32,000	32,000	1,907.36	6,222.00	Mark Cherney 1775 Velp Avenue Green Bay, WI 54303
7-467	House	City of Green Bay	1021 Eastman Ave.	Green Bay	54302	11,000	27,500	2,748.07	7,377.00	James Leibel 920 St George st. Green Bay, WI 54302
8-227	Fmr Gas station	City of Green Bay	627 N Irwin St.	Green Bay	54302-1332	15,000	no bids	318.81	19,068.20	
M-86-1	House	Town of Morrison	6521 Morrison Rd.	Morrison	54115-8752	1,500	16,000	872.7	5217.1	James Couch 2611 N. Bennett St. Appleton, WI 54914
SU-1056	Vacant Lot	Village of Suamico	3450 Tarragon Tr.	Suamico		6,500	17,320	1050.2	4,394.20	Steven Cherney 3474 Tarragon Trail Green Bay, WI 54313
VD-142-1	Vacant Lot	Village of Denmark	CTH R	Denmark		50	375	5.8	23.1	Kevin Schmitz 937 Laduron Dr. Mishicot, WI 54228
VH-590-6	Vacant Lot	Village of Howard	1831-1879 Hazel Ct. 1820-1890 N. Beaver Trail Dr.	Howard			930	114.48	437.9	David Propson 404 Grand Ave. Denmark, WI 54208